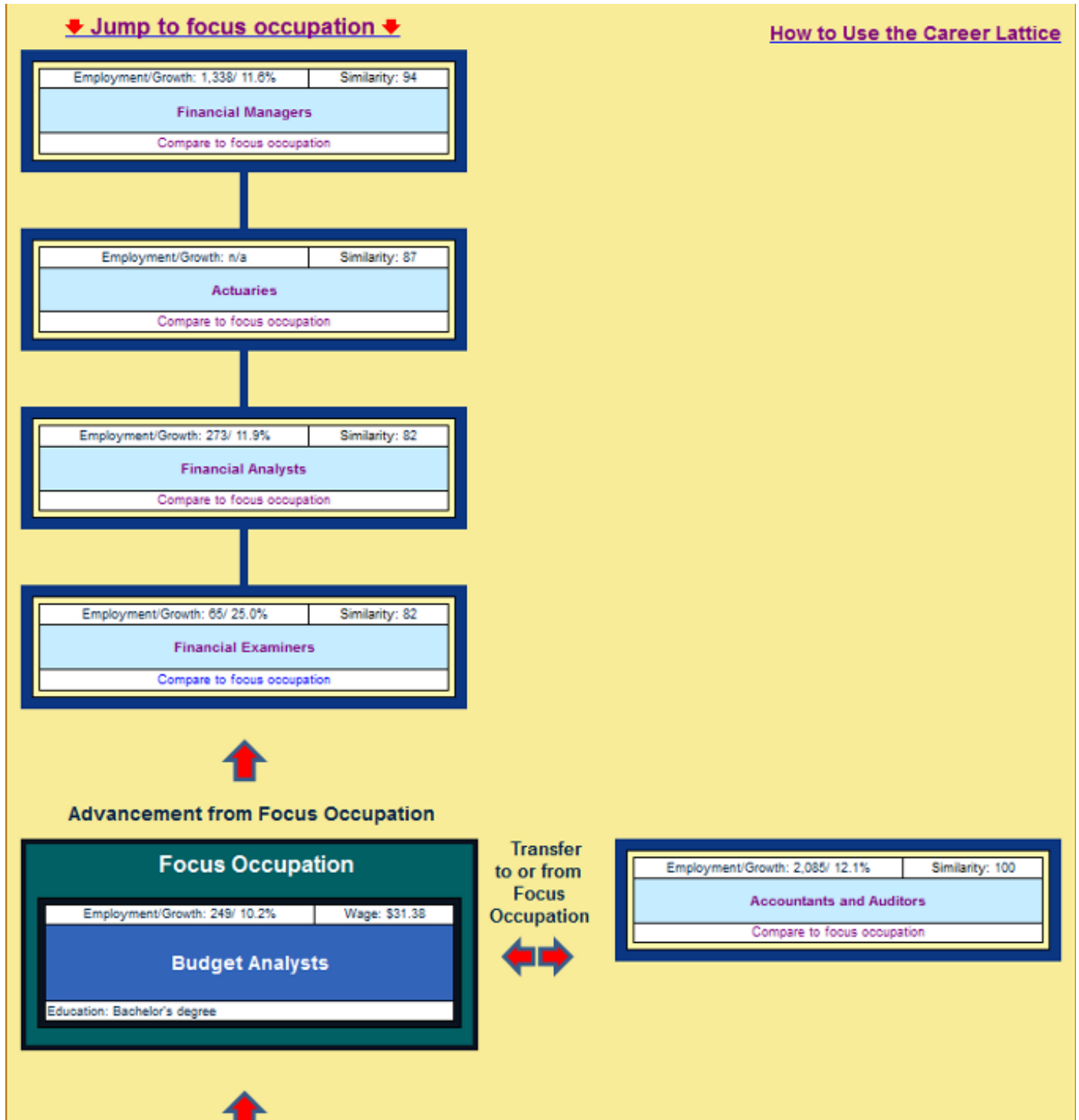


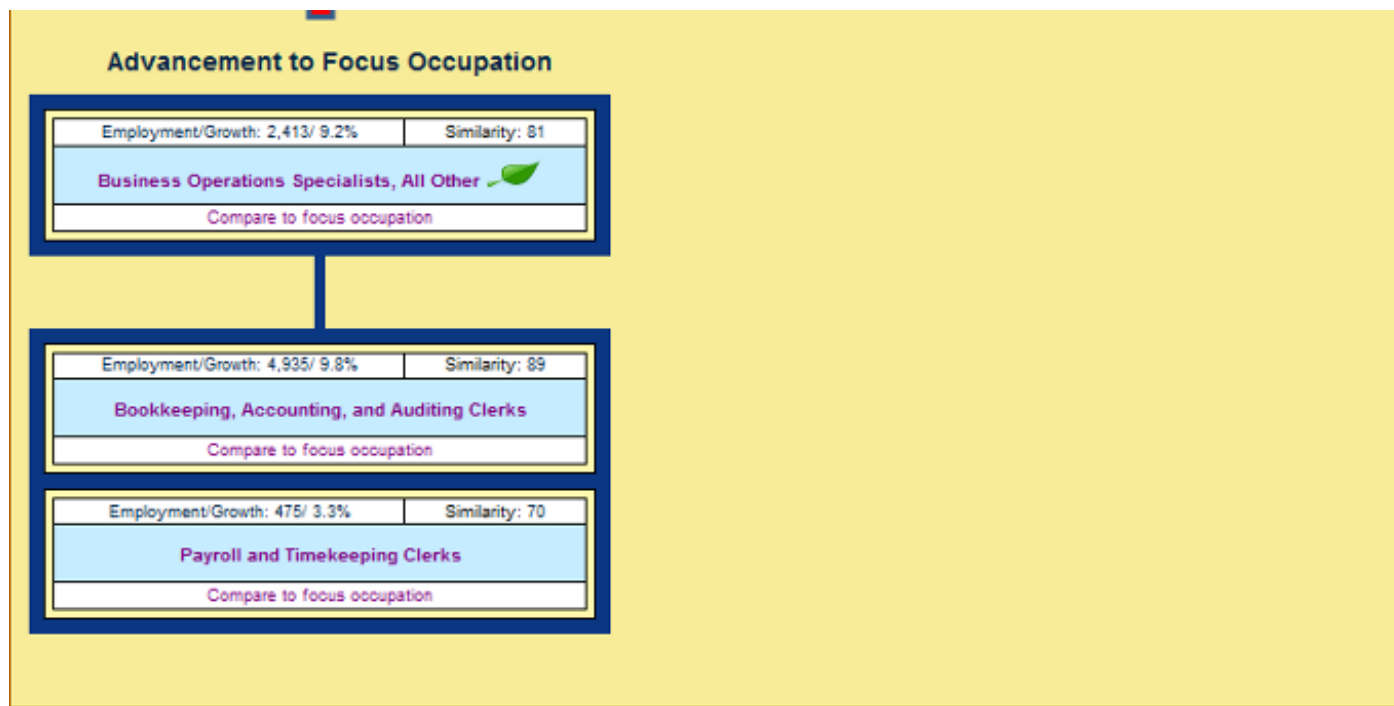
## Advancement from a Current Occupation

The Alaska Career Lattice is a useful tool for finding potential occupations for advancement **from** a current position.

For example, let's say Susan is currently a Budget Analyst and is interested in looking at what occupations might provide the best opportunities for advancement.

From the Alaska Career Lattice home page, Susan would choose Budget Analysts from the list of occupations to bring up its career lattice page.





Susan should click on “Jump to Focus Occupation.” The Budget Analysts now appears in the box at the center of the lattice and is referred to as the “focus occupation.” All other occupations are “associated occupations.” Those that provide advancement opportunities for Susan appear on the rungs above the Focus Occupation box (the first one is Financial Examiners).

When there is more than one occupation on a rung, it means they are at a similar level for wages, knowledge/education requirements, and skills and abilities.

All occupations on the page are linked to the Focus Occupation, but they are not necessarily directly linked to *each other*. In other words, the lattice layout **does not** imply that she must traverse each occupation or rung to reach the goal occupation. For example, a Budget Analyst may not have to become a Financial Examiner (first rung up) to become a Financial Manager (top rung). Susan can click on any occupation to view its career lattice and find out which occupations are directly linked.

Information about each associated occupation is provided above and below the occupation title. At the top left of the box is employment and projected growth for 2008 through 2018. A similarity score is at the top right, showing how related the two occupations are based on our analysis. The maximum score is 100.

### Comparing the occupations

Let’s say Susan decides she wants to advance to Financial Manager. Susan can click the link under its occupation title for a comparison to Budget Analysts, the focus occupation. This will bring her to a page that compares Budget Analysts and Financial Managers in several important areas.

## Comparisons of Job Characteristics

**Focus Occupation:** Budget Analysts (13-2031)

**Associated Occupation:** Financial Managers (11-3031)

[Compare Knowledge](#)  
[Compare Skills](#)  
[Compare Abilities](#)  
[Compare Detailed Work Activities](#)  
[Compare Tools and Technologies](#)

<	Focus occupation element is lower
<<	Focus occupation element is much lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge	Similarity of Focus Occupation to Associated Occupation: 95
Focus Occupation: Budget Analysts (13-2031)	

**Associated Occupation: Financial Managers (11-3031)**

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Administration and Management	8.4	17.9	14.7	<	Expanded education and/or training may be required
Economics and Accounting	4.4	17.4	19.2	>	Current knowledge level is likely sufficient
Mathematics	9.2	15.1	15.9	0	Current knowledge level may be sufficient
Customer and Personal Service	11.3	14.8	11.6	<<	Extensive education and/or training may be required
Personnel and Human Resources	5.6	13.0	9.1	<<	Extensive education and/or training may be required
Law and Government	5.9	11.7	9.6	<	Expanded education and/or training may be required
Sales and Marketing	5.2	9.3	2.8	<<	Extensive education and/or training may be required

**Skills**

Similarity of Focus Occupation to Associated Occupation: 92

**Focus Occupation: Budget Analysts (13-2031)****Associated Occupation: Financial Managers (11-3031)**

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Judgment and Decision Making	9.4	13.9	11.5	<	A higher skill level may be required
Monitoring	9.9	13.0	9.1	<<	Extensive development of skills in this area may be required
Time Management	8.9	12.8	10.2	<	A higher skill level may be required
Management of Personnel Resources	6.9	12.1	6.7	<<	Extensive development of skills in this area may be required
Coordination	9.1	12.0	8.0	<<	Extensive development of skills in this area may be required
Persuasion	7.4	11.1	6.1	<<	Extensive development of skills in this area may be required
Management of Financial Resources	3.3	10.9	9.5	<	A higher skill level may be required
Systems Analysis	6.5	10.6	9.7	0	Current skill level may be sufficient
Systems Evaluation	6.4	10.6	8.1	<<	Extensive development of skills in this area may be required
Management of Material Resources	3.7	6.5	4.4	<<	Extensive development of skills in this area may be required

**Abilities**

Similarity of Focus Occupation to Associated Occupation: 97

**Focus Occupation: Budget Analysts (13-2031)****Associated Occupation: Financial Managers (11-3031)**

Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Oral Expression	12.4	15.4	13.2	<	Improvement in current ability level may be required
Oral Comprehension	12.5	15.0	13.5	<	Improvement in current ability level may be required
Written Comprehension	11.0	14.7	14.3	0	Current ability level may be sufficient
Deductive Reasoning	10.6	14.0	11.8	<	Improvement in current ability level may be required
Written Expression	9.8	13.8	11.8	<	Improvement in current ability level may be required
Problem Sensitivity	11.1	13.7	12.2	<	Improvement in current ability level may be required
Near Vision	11.1	13.5	11.0	<	Improvement in current ability level may be required

Speech Clarity	10.2	13.0	9.8	<<	Development of abilities in this area may be required
Speech Recognition	9.9	13.0	10.0	<<	Development of abilities in this area may be required
Number Facility	6.3	12.4	15.0	>	Current ability level is likely sufficient
Mathematical Reasoning	6.3	12.0	14.0	>	Current ability level is likely sufficient
Memorization	5.6	7.7	7.6	0	Current ability level may be sufficient

Activities that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 83
Focus Occupation: Budget Analysts (13-2031)		
Associated Occupation: Financial Managers (11-3031)		
Work Activities	Exclusivity of Activity	
Analyze financial data	57	
Compile data for financial reports	62	
Develop budgets	56	
Make revenue forecasts	95	
Prepare financial reports	67	

Tools and Technologies that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 94
Focus Occupation: Budget Analysts (13-2031)		
Associated Occupation: Financial Managers (11-3031)		
Tools and Technologies	Exclusivity	
Business function specific software	1	
Computers	1	
Content authoring and editing software	1	
Data management and query software	1	
Finance accounting and enterprise resource planning ERP software	2	
Information exchange software	1	

The first three tables compare knowledge, skills, and abilities. For example, the first table lists knowledge elements for Financial Managers in the first column, and the next three columns provide their ratings.<sup>1</sup> The first is the average for all occupations, the second is the associated occupation's rating (in this case, Financial Managers), and the third column is the focus occupation's rating (in this case, Budget Analysts). The maximum rating is 25.

Administration and management and economics and accounting are the two highest-rated elements for Financial Managers, with ratings of 17.9 and 17.4, respectively. For the administration and management element, the Budget Analysts rating is 14.7. Though this is well above average, it is lower than the rating for Financial Managers. On the other hand, the Budget Analysts rating for economics and accounting is a bit higher than the Financial Managers rating.

The column at the far right gives an evaluation of the comparative scores. Note that as a Budget Analyst, Susan will likely need additional education or training in administration and management, but may already have sufficient knowledge of economics and accounting. She may also need extensive education or training in personnel and human resources, and in sales and marketing.

There is a similarity rating at the top of each knowledge, skills, and abilities table. On the skills table, Financial Managers and Budget Analysts have a similarity rating of 92 out of 100. This means the two occupations' ratings for skills elements are highly correlated. Although the two occupations are at different levels, the elements that are rated the highest for Financial Managers are largely the same for Budget Analysts.

There are also tables that identify detailed work activities the two occupations have in common, and which tools and technologies both use. These tables also provide similarity ratings. The "exclusivity" rating in the far right column shows how unique the activity or tool/technology is, from 1 to 100. The higher the score, the less common it is among other occupations.

### Exploring the associated occupation further

If Susan is still interested in exploring Financial Managers, she can click on the occupation title and pull up its career

lattice page to view associated occupations and any intermediate occupations that may lead her to her goal.

To find additional detailed information about an occupation, Susan can visit its O\*NET (Occupation Information Network) page by clicking on the link in the Career Lattice Information menu to the right of the career lattice. The O\*NET page provides other potentially related occupations (at the bottom of the page), occupation descriptions, number of years of experience required and more.

<sup>1</sup>Selection of key elements and ratings are based on analysis of the Occupation Information Network) O\*NET database. This database is a collection of results from surveys by expert analysts. [Visit the O\\*NET site](#)

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section